

# Vacancy Announcement

<b>Announcement #</b>	438-10154	<b>Position</b>	Social Worker
<b>PayPlan</b>	GS	<b>Series</b>	0185
<b>TargetGrade</b>	11	<b>Target PD</b>	<b>Pay Range</b> \$57,408-\$74,628
<b>Dev Grade</b>		<b>Dev PD</b>	<b>Dev Pay Range</b>
<b>1st Dev Grade</b>	9	<b>1st Dev PD</b>	<b>1st Dev Pay Range</b>
<b>Opens</b>	05/14/10	<b>Closes</b>	06/02/10 <b>Openings</b> 1
<b>Tour of Duty, etc</b>	Monday - Friday		
<b>Special Comments</b>	This position will be filled either as a Social Worker or a Readjustment Counseling Therapist.		
<b>Service</b>	Readjustment Counseling Service		
<b>Section</b>	Vet Center, Sioux City, IA		
<b>Area/Consideration</b>	U. S. Citizens		
<b>Duty Site</b>	Sioux City, IA		
<b>Major Duties</b>	<p>As Social Worker, the employee:</p> <ul style="list-style-type: none"> <li>• Provides a broad range of psycho-social services to combat veterans and their family members to assist them in their readjustment to civilian life.</li> <li>• Provides services to eligible veterans and their family members in "storefront" counseling centers located in their communities through the Vet Center program which provides the full range of readjustment counseling services to combat veterans of all eras, veterans sexually traumatized while on active duty, and families of service members killed on active duty.</li> <li>• Provides services available to all eligible veterans' family members for issues related to the veteran's military service.</li> <li>• Establishes and maintains an outreach program to assist those eligible veterans who have failed to make adequate psychosocial adjustment and re-entry into civilian life.</li> <li>• Serves as the Social Worker who is a member of a multi-disciplinary Vet Center team and coordinates family services in the Vet Center.</li> </ul>		

- Conducts interviews and counseling with clients and families and provides assessment and treatment to clients and their families.
- Provides counseling interventions which include crisis intervention and both short and long-term services.
- Refers clients to other programs and professionals, as needed and provides consultation to other team members conducting interviews, counseling and therapy.
- Refers cases requiring outpatient or inpatient treatment to the VA Medical Center or Outpatient Clinic.
- Participates in conjoint emergency treatment with medical facility mental health personnel.
- Performs specific clinical/therapeutic tasks which include, but are not limited to: conducting family readjustment assessments; conducting social/psychological assessments; and independently providing highly skilled readjustment counseling services to clients and their families with difficult and complex problems of social, emotional and vocational adjustment.
- Organizes counseling groups and functions as facilitator or therapist for family counseling groups.
- Assists clients with applications for veterans' benefits and as needed during the treatment process, helps clients complete and channel VA documents and forms.
- Conducts client follow-up by telephone and/or mail.
- Serves as a consultant to professional nurses, clinical social workers, psychologists, physicians and staff at the support facility.
- Utilizes extensive knowledge and skill in the treatment of families of combat veterans and plays a key role in the total mental health program.
- Develops and maintains appropriate family referral sources.
- Refers veterans and family members to appropriate resource persons and agencies.
- Serves on occasions, as an alternate technical representative for the fee/contracts program. Performs duties in this capacity which includes Contracting Officer Alternate Technical Representative of review panel, liaison with service providers, and certification of clients for the program and case management of the referrals.
- Establishes and maintains liaison with all existing community health-care agencies, both public and private.
- Performs duties in public relations and public education with widely divergent groups and specific community/media activities.
- Develops and maintains cooperative working relations with staffs at the support facility and other VA facilities.
- Serves as liaison to support facility.

- Conducts outreach activities with veterans, and veteran's families, community and service organizations, business and industry, professionals and the public.
- Takes an active role in ascertaining community needs and takes leadership to meet these needs through contacts with leadership staff in community mental health clinics and other public and private agencies.
- Develops working relationships with leaders of city, county and state health care and social welfare delivery systems in order to correlate and integrate outreach, service and referral functions with existing resources.
- Provides community education on topics related to combat veterans for public, professional groups, and veterans groups and media.
- Performs other related duties as assigned

## **Time In Grade**

## **Qualifications**

### **BASIC REQUIREMENTS:**

1. Education: Applicants must have a Master's Degree in social work from a school of social work accredited by the Council on Social Work Education.

2. Licensure: Be licensed or certified at the Master's level to independently practice social work.

Exception: VA may waive the licensure and/or certification requirement for persons who are otherwise qualified, pending completion of state prerequisites for examination. VA social workers who are not licensed at the time of appointment must be licensed or certified at the Master's level, within 3 years of their appointment as a social worker. Those who fail to obtain state licensure or certification within the required time frames must be removed from the General Schedule (GS)-185 social worker series. This may result in termination of employment

3. Citizenship. Be a citizen of the United States.

4. Physical Requirements. See VA Directive and Handbook 5019.

5. English Language Proficiency. Social workers must be proficient in spoken and written English in accordance with VA Handbook 5005, Part II, chapter 3, section A, paragraph 3j,

## **Rating Factors**

GS-9: Must meet all basic requirements. In addition, the candidates must demonstrate the KSAs/rating factors below.

KSAO# 1. Ability to provide psychosocial treatment to a wide variety of individuals from various socio-economic, cultural, ethnic, educational, and other diversified backgrounds. This requires knowledge of human development and behavior (physical and psychological), and the differential influences of the environment, society, and culture.

KSAO# 2. Ability to work with patients and families who are experiencing a variety of psychiatric, medical, and social problems utilizing individual, group, and family counseling skills. Work with more complex problems is done under close supervision. With guidance from the social work supervisor, ability to assess the psychosocial functioning and needs of patients and their family members, and to formulate and implement a treatment plan, identifying the patient's problems, strengths, weaknesses, coping skills, and assistance needed.

KSAO# 3. Basic knowledge of psychosocial treatment modalities and, under supervision, ability to implement treatment modalities in working with individuals, families, and groups to achieve treatment goals. This requires judgment and skill in utilizing supportive, problem solving, or crisis intervention techniques.

KSAO#4. Ability to establish and maintain effective working relationships with clients, staff, and representatives of community agencies. Ability to communicate effectively, both orally and in writing, with people from varied backgrounds.

KSAO# 5. Basic skill in the use of computer software applications for drafting documents, data management, and tracking. Ability to learn and utilize software programs in use by VHA.

GS-11: In addition to meeting all basic requirements completion of a minimum of 1 year of post-MSW degree experience in the field of health care social work (VA or non-VA experience) and licensure or certification in a state at the independent practice level. OR, In addition to meeting basic requirements, a doctoral degree in social work from a school of social work may be substituted for the required 1 year of professional social work experience in a clinical setting. In addition, the candidate must demonstrate the KSAOs below.

KSAO#1. Knowledge of community resources, how to make appropriate referrals to community and other governmental agencies for services, and ability to coordinate services.

KSAO#2. Ability to independently assess the psychosocial functioning and needs of patients and their family members and to formulate and implement a treatment plan, identifying the patient's problems, strengths, weaknesses, coping skills and assistance needed, in collaboration with the patient, family and interdisciplinary treatment team.

KSAO#3. Knowledge and experience in the use of medical and mental health diagnoses, disabilities and treatment procedures. This includes acute, chronic and traumatic illnesses/injuries, common medications and their effects/side effects, and medical terminology.

KSAO#4. Ability to provide consultation services to other staff about the psychosocial needs of patients and the impact of psychosocial problems on health care and compliance with treatment.

KSAO #5. Ability to establish and maintain effective working relationships with clients, staff, and representatives of community agencies. Ability to communicate effectively, both orally and in writing, with people from varied backgrounds.

**Application Process** Current Sioux Falls VAMC Employees and External Applicants must submit an application package consisting of:

- VA Form 10-2850c, "Application for Associated Health Occupations".
- OF 306, "Declaration for Federal Employment. You must complete this form to determine your acceptability for Federal employment.
- Copy of latest performance evaluation
- SF-50 "Notification of Personnel Action" - Attention all previous and current Federal Status Eligible Candidates and any Veteran who received a career conditional/career appointment based on the Veteran Employment Opportunity Act (VEOA), must provide their last or most recent appointment/promotion SF-50, 'Notification of Personnel Action' which indicates proof of competitive status.
- Responses to Rating Factor (KSAO) listed above, addressed individually on plain sheet of paper or VA 4676a "Employee Supplemental Qualifications Statement". Failure to provide this information will deem the applicant ineligible for consideration for the position.
- If a veteran: Veterans Preference eligible's, including VRA 30% disabled, must submit a legible copy of ALL DD-214's showing all dates of service as well as character of service

(honorable, general, ect.). Note: More than one DD-214 may be needed to show all dates of service. You will be given preference based on the information you submit with your application. Failure to provide this information will deem the applicant.

- Disabled veterans and other veterans eligible for 10-point preference must also submit an SF-15 with current proof of a service-connected disability. 10-point preference will only be given when proper documentation is submitted.

Each position that you apply for requires a separate application with the Vacancy Announcement for the position for which you are applying printed clearly on the application. These forms may be obtained through the Human Resources Office or from [www.sioxfalls.va.gov](http://www.sioxfalls.va.gov).

Application packages are to be submitted to and received in the VA Medical Center, Human Resources Office, 2501 W. 22nd St., Sioux Falls, SD 57105 not later than the closing date.

For additional information contact Coleen Wright, (605) 333-6852 or [Coleen.Wright@va.gov](mailto:Coleen.Wright@va.gov).

**WHAT TO EXPECT NEXT:** Once your complete application is received we will conduct an evaluation of your qualifications and determine your ranking. The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the closing date of this announcement. You will be notified of the outcome.

**PRE-EMPLOYMENT PHYSICAL EXAMINATION:** Position is subject to a pre-employment physical examination. Employment will be contingent upon the results of any required physical.

**DRUG TESTING:** All applicant(s) tentatively selected for Department of Veterans Affairs (VA) employment in a Testing Designated Position (TDP) are subject to urinalysis to screen for illegal drug use prior to appointment. Applicant(s) who refuse to be tested will be denied employment with VA.

**VET PRO CREDENTIALING:** Individuals selected for positions that have patient care responsibilities are subject to undergoing an electronic credentialing process called VetPro. As part of this process, it will be necessary for you to submit complete information concerning your professional education, training, experience, licensure and certifications using VetPro.

The candidate selected will be provided with further information on how to use VetPro.

**EQUAL EMPLOYMENT:** Applicants will receive consideration without regard to race, color, sex, religion, partisan political affiliation, national origin, age, physical or mental handicap. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and/or hiring process, please notify the agency. A decision for granting reasonable accommodation will be on a case-by-case basis.

**SECURITY:** Appointments in the Federal Government are subject to a criminal background investigation.

**CONDITION OF EMPLOYMENT:** Direct Deposit/Electronic Funds Transfer (DD/EFT) has been established for new civilian employees and employees competitively selected for promotions and reassignments. Employees meeting this definition must enroll in DD/EFT or request a waiver of enrollment. Information will be provided when the job offer is made and during in processing.

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